

For Immediate Release:

May 15, 2007

Contact:

**Michelle McGurk, (408) 535-4840
PIO, Office of Mayor Chuck Reed**

San José Native Debra Figone Named City Manager

*Figone Brings Decades of Experience to Manage Day-to-Day Operations
and \$3.2 billion Budget for America's 10th Largest City*

SAN JOSE – Mayor Chuck Reed and the City Council today appointed San José native Debra Figone as San José City Manager. Figone currently serves as Town Manager for the Town of Los Gatos and was Assistant City Manager of San José from 1995 to 2000.

“Debra Figone brings a distinguished track record of leadership and expertise to the position of City Manager,” said Mayor Chuck Reed. “She has deep roots in our community, deep knowledge of San José and the issues we face, and a personal commitment to honesty, fiscal responsibility and open government. We are delighted that she is returning to serve her hometown.”

Figone’s selection comes after an open process in which community members were asked to share the characteristics that the new City Manager should possess.

“I am honored that the Mayor and Council have offered this opportunity to serve my hometown as City Manager,” Figone said. “Given my professional experience, my passion for public service, and my love for San José as my former employer of 27 years and as my hometown, I am committed to helping make a difference for the City and its residents.”

As City Manager, Figone will oversee and manage the day-to-day operations of the City and its 15 departments, including Police, Fire, Mineta San José International Airport, Public Works, Planning, Building and Code Enforcement, Environmental Services, Housing, San José Public Library and others. In addition, the City Manager's Office directs the development and implementation of the City's Operating and Capital Budgets, which combined, total \$3.2 billion annually. The City of San José operates under the Council/Manager form of government, a system that combines the policy leadership of elected officials in the form of a city council, with the managerial expertise of an appointed city manager, supported by a professional staff.

Figone’s start date will be July 23, 2007.

MORE

Debra Figone – Biography

Debra Figone has served as Town Manager for the Town of Los Gatos since November 13, 2000. Under her leadership, Los Gatos has been successful in preserving its small-town character and high quality of life through its broad public participation process and an accessible and responsive government.

Before becoming Town Manager, Figone served as Assistant City Manager of the City of San José since 1995. In that capacity, she was responsible for day-to-day oversight and management of all city departments, including: Police, Fire, Norman Y. Mineta San José International Airport, Public Works, Planning, Building and Code Enforcement, San José McEnery Convention Center, Environmental Services, San José Library, and others. In addition to oversight of all city operations, Figone was responsible for directing the development and implementation of the City's operating and capital budgets. Figone also served as Director of General Services, Acting Director of Emergency Services, and several other positions with the City starting in 1969, the beginning of her public service career. She was Assistant Town Manager for the Town of Los Gatos from 1986 to 1990.

Figone has devoted her entire career to public service, providing leadership in many different areas, each of which has affected the quality of life for the residents of the communities she has served. She has spearheaded a number of change efforts in San José and Los Gatos designed to ensure the delivery of excellent municipal services. She is a leader and a champion of continuous improvement at all levels of government operations.

Figone has an Undergraduate Degree in the Liberal Arts and Sciences and a Master of Public Administration, both from San Jose State University. She is in the process of completing a Master's in Communication Studies at SJSU. She has attended the Harvard University John F. Kennedy School of Government Program for Senior Executives in State and Local Government. She is also a Senior Fellow of the American Leadership Forum of Silicon Valley and a member of the International City/County Management Association.

About the City Manager selection process

Throughout the selection process, the City received input into the qualities of an ideal City Manager. The process included extensive stakeholder input from the City Council, community leaders and organizations, employee labor representatives, City employees, and the public at large. This included:

- Five community meetings throughout San José;
- Three employee meetings;
- One-on-one meetings with the Mayor and Council;
- A meeting with the City Labor Alliance;
- Two meetings with community leaders;
- An online employee survey; and
- A community survey (published in English, Spanish and Vietnamese)

MORE

Using the data gathered through this outreach, the search consultant prepared a profile for the ideal candidate for San José City Manager, which included the skills, character and experience that the community and Council desires in its next city manager. The consultant conducted extensive outreach to identify a pool of ideal candidates.

The finalists for the position were interviewed by three panels representing San José's diverse neighborhoods, business, labor, nonprofits, faith organizations, and City employees. The panelists were: Rose Amador; Liz Chu; Francine Davis; Yolanda Cruz; Pat Dando; Pete Furman; Lou Garcia; Henry Gardner; Jeff Janssen; Johnny Khamis; Van Le; Bobby Lopez; Lan Nguyen; Joan Rivas-Cosby; Deanna Santana; Mark Walker, and Les White. Representing the City Council during the interview process were Mayor Reed and Councilmembers Judy Chirco, Pete Constant, Dave Cortese, and Sam Liccardo.

###